



Geoduck Enforcement Crew Member
Aquatic Resources Division
Recruitment #2006-05-6666

AGENCY MISSION AND CHALLENGE:

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. The DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the Public Land Trusts. The DNR manages over 5.6 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1400 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Job Classification:	Natural Resource Technician 3
Type of Position:	This is a permanent position. This position is represented by the WPEA. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.
Monthly Salary Range:	\$2,429 – \$3,079
Benefits Package:	Health and dental insurance, retirement pension, vacation, sick leave and holidays
Posting Date:	May 12, 2006
Closing Date:	Open until filled. To ensure consideration please submit your materials for the first screening by June 9th .
Location:	Olympia, WA

POSITION PROFILE

This position serves on the Geoduck Enforcement Crew within the Shellfish Program of the Operations Section of the Aquatic Resources Division. It reports to the Senior Master Diver and Enforcement Lead for the Shellfish Program but will take direction from and work cooperatively with other team members, the designated "on-the-water lead", and other Shellfish Program staff.

The Geoduck Enforcement Crew is responsible for daily monitoring, compliance, investigation, and enforcement of harvest agreements for the Washington State Commercial Geoduck Fishery and for conducting specialized marine operations associated with aquatic land management needs. This position works on the water on a vessel with 2-7 team members depending upon the daily assignment. Upon request, this position also may work closely with other regulatory and enforcement agencies or Treaty Tribes, and other aquatic resources program areas such as trespass investigations, derelict fishing gear removal, enforcement... etc.

Routine Job Duties Include:

- Compiles and reviews data for contract enforcement within established policies and procedures of the harvest agreements.
- Provides procedural and auction process information to potential purchasers and harvesters regarding shellfish harvesting.
- Gathers information from the general public and industry regarding shellfish harvesting concerns and recommendations.
- Interprets and administers department regulations and policies pertaining to geoduck harvesting operations.
- Performs dive surveys in order to determine resource abundance, acreage, substrate type, and harvestability.
- Conducts routine monitoring and enforcement activities for the Shellfish Program and the on-the-water enforcement of the geoduck fishery, including:
 - Visually monitors harvest vessels to ensure operations are conducted within the designated harvest boundaries of the harvest agreement;

- Provides for on water weigh-out, verifying weights, locations and reporting forms;
- Maintains and/or replaces all geoduck tract harvest boundary markers and buoys;
- Makes periodic shore, aerial and other patrols of the designated harvest area to monitor harvesting, boundary disturbances, user conflicts, and, potential “off tract” harvesting;
- Operates underwater video systems / cameras on a routine and investigative basis.
- Documents and makes recommendations regarding needed contract changes, alternative procedures, potential conflicts with or within the industry and between user groups, and market/harvest developments.
- Serves as a member of the DNR Commercial Dive Team.
- Maintains and operates vehicles, vessels, trailers, and facilities.
- Responsible for cleaning, maintenance and appearance of assigned equipment.
- Uses and maintains small power tools.
- Assists in other aspects of the Shellfish Program, including: collecting water samples for Department of Health; producing billings for geoduck harvest; assembling daily vessel logs; conducting auctions for geoduck harvest; etc...

REQUIRED POSITION QUALIFICATIONS

- Must have completed an accredited (ADC) commercial dive school or equivalent military dive training and actively worked as a commercial diver within the last five years and completed a minimum of 10 logged dives within the last year.

Or

Active involvement as a lead member of a public service dive team for a minimum of one year (e.g., fire department, law enforcement, or government agency) within the last three years and completed a minimum of 10 logged dives within the last year; and, Supervised dive operations in the role of lead diver, dive supervisor or master diver for a minimum of three months. Duties should include dive team assignments, planning and operations, personnel training, and equipment acquisition and repair.

- Advanced Open Water Scuba certification or equivalent,
- Completion of a US Coast Guard Auxiliary, US Power Squadron, or equivalent boater safety education course.
- Must pass annual dive physical exam.
- Must pass a Criminal Justice Records Background Check.
- A class “C” or higher Commercial Driver’s License (CDL) with trailer endorsement must be obtained within six (6) months of employment and maintained during the duration of this employment.
- Ability to write reports clearly and concisely
- Ability to track vessels, crewmembers & divers, and record and correctly calculate weights from fish tickets to complete daily vessel logs.
- Ability to work closely as a member of a team, take direction, and comply contracts and implement any corrective actions with the contractors / commercial geoduck harvesters.
- Ability to work closely but maintain a professional distance with contract holders / geoduck harvesters.
- Ability to defuse situations if conflicts arise and maintain agency desired outcomes.
- Ability to work closely with regulatory and law enforcement entities including NOAA, OSHA, USCG, WDFW, DOH, Ecology, L&I, and recognized Treaty Tribes of Washington State.
- Ability to explain the program to the general public and address their concerns or refer them to an appropriate point of contact.
- Ability to think clearly, communicates effectively and concisely, and takes appropriate action under both normal working conditions and under adverse conditions or emergency response situations.

DESIRED POSITION QUALIFICATIONS

- Knowledge of Department of Fish & Wildlife, Department of Natural Resources, Department of Labor and Industries, United States Coast Guard, United States Occupational Safety and Health Administration, and Department of Health regulations pertaining to diving operations or harvesting and transporting shellfish.
- Knowledge of Tribal Treaty Rights in Washington State as part of the “Boldt” and “Rafedie” decisions related to commercial fishing and tribal / state sharing.
- Knowledge of commercial fishing / geoduck harvesting.
- Knowledge and experience in photography/videography and underwater photography/videography.
- Ability to use a radio, GPS, Sonar, and other navigational equipment / programs.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Ability to work outdoors on a boat or in the marine environment in all weather conditions.
- The incumbent in this position is required to travel (approximately 70% of time will be away from the duty station).

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Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR’s ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

- Read, understand, and adhere to the program's Dive Safety Manual.
- Commercial diving operations will be conducted, at times, in low-visibility and haz-mat conditions.
- Dive time is paid for at the rate of \$7.50 per hour in addition to standard salary (approximately 16 hours of dive time per month).
- Ability to safely operate a vessel up to 42' in length utilizing knowledge of navigation and maritime rules.
- Ability to safely operate up to a 2-ton vehicle with a trailered vessel, and back and load/unload the vessel at boat ramps (including confined spaces such as marinas).
- PFD (personal flotation device) and other PPE (personal protective equipment) must be utilized when appropriate.
- This position has been identified as "safety sensitive" and the successful candidate is subject to pre-employment and reasonable suspicion drug testing.
- Ability to work closely and maintain respectful relationships with other team members on a boat during working hours and lodge with these team members after working hours in state provided housing or hotels while in travel status.
- This position's work schedule is 40 hours a week based on four (4) ten hour days but will be periodically called upon to work outside of normally scheduled working hours.
- This position requires an employee to operate a motor vehicle as part of their duties. They must have a valid drivers license and have at least two years of driving experience.
- Must be at least 18 years of age at the time of hire.

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A completed state application – www.dnr.wa.gov/jobs/stateapp.doc Applicants must provide their previous 10-year history to include: employment, education, periods of unemployment, etc.
- A 5-year driving abstract issued from the state in which you are currently licensed.
- Complete responses to the attached supplemental questions.

The first screening will be based on information contained in your letter of interest and your state application.

Candidates that successfully pass the oral interview will be required to take a written test (knowledge of boating, scuba and surface supplied diving, basic math, report writing, and contract compliance), pass a physical exam for commercial diving administered by a licensed physician, and pass a physical test assessing their abilities in swimming, carrying 70 pounds of dive gear from vehicle to vessel in a marina setting each day, and performing scuba and surface supplied diving.

Submit all materials by the closing date to:

dnrrecruiting@wadnr.gov

Please indicate *recruitment #2006-05-6666* in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

For more information about this position, the qualifications or the Department please feel free to contact Todd Palzer, hiring supervisor, at (360) 902-1864.

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Supplemental Questions

The following statements are designed to gather information about your qualifications. Please indicate "yes" only if the statement applies to you, otherwise mark "no."

1. I have a basic open water scuba diver certification.
2. I have an advanced open water scuba diver certification.
3. I have completed an accredited (ADC) commercial dive school or equivalent military dive training and actively worked as a commercial diver within the last five years, AND completed a minimum of 10 logged dives within the last year.
4. I have been actively involved as a member of a public service dive team for a minimum of one year (e.g. fire department, law enforcement, university, or governmental agency) within the last three years, and completed a minimum of 10 logged dives within the last year.
5. I have actively served as a lead member of a public service dive team for a minimum of one year within the last three years, and completed a minimum of 10 logged dives within the last year.
6. I have supervised dive operations in the role as lead diver, dive supervisor or master diver for a minimum of three months.

For the following statements please describe your experience and include how many months of experience you have performing each activity listed.

7. Conducting scientific or biological surveys OR collecting and recording field data.
8. Operating and maintaining motor boats in saltwater.
9. Reading and interpreting navigational charts or aerial /ortho photos.
10. Using surveying equipment such as GPS, EDM, transit, theodolite, Loran.
11. Preparing or writing correspondence, leases, agreements, contracts, and/or technical reports.
12. Complying with contracts, agreements, permits, etc.
13. Enforcing laws or dealing with offenders as a police, fish, wildlife, correctional officer, etc.
14. Leading or supervising a crew, group or staff.
15. Using photographic equipment.